

The salary calculation is performed in a payroll calculation sheet. The recommended template of the payroll calculation sheet is prescribed by law. It should reflect the amount of gross and net salaries as well as information on payroll taxes.

PIT from the employees' monthly remuneration is calculated with a fixed tax rate of 18%.

It is worth mentioning that the remittance of PIT to the budget is performed together with both advance and salary payments.

An employer is required to prepare and submit the PIT report on a quarterly basis in advance within 40 days following the reporting quarter to the State Authorities of Ukraine.

MT is set at 1.5% from the incomes of employees from their salaries, as well as from other accrued incomes of residents and nonresidents of Ukraine that are subject to PIT.

The military tax is deducted from employees' gross salary and remitted to the budget together with advance and salary payment [4].

As an example we can calculate taxes from the minimum wage in 2019. It will look like this:

Accrued wages = 4173,00 UAH.

PIT: 4173.00 UAH. * 18% = 751.14 UAH

MT: 4173.00 UAH. * 1.5% = 62.60 UAH.

Salary which an employer will pay to the employee: 4173.00 UAH - 751.14 UAH - 62.60 UAH = 3359.26 UAH.

REF: UAH 4173.00 * 22% = 918.06 UAH.

The total «tax burden» is equal to: 751,14 UAH. + 62.60 UAH. + 918.06 UAH = 1731.80 UAH.

In conclusion, we can say that organizations looking to launch or grow Ukrainian operations must be very patient, diligent, and alert to changes. It is advisable to find a trustworthy partner to assist with the administrative labyrinth, red tape, and many cultural nuances. In addition, working with a global payroll managed services provider can reduce much of the uncertainty of changing regulations and tax requirements.

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CONSERVATION OF FORESTS BY WOOD WASTE RECYCLING

A study by the Waste & Resources Action Program (WRAP) found that the following sources contribute substantially to wood waste in a particular area:

- municipal waste; when households dispose of wood products like furniture, DIY wood waste, and wood packaging;

- industrial and commercial waste: the waste of furniture manufacturers; construction materials (e.g. doors, floorboards), and wood packaging, etc.;

- construction and demolition waste: structural timber leftover that cannot be used; wood packaging for construction materials of the Construction industry; torn down structural wood (e.g. floorboards, staircases, doors, etc) or unwanted furniture (e.g. built-in cabinets) of the demolition industry [1].

The Environmental Resources Management (ERM) estimated that the Ukraine produces about 7.5 million tons of such waste wood annually. And yet only about 16 to 20% of this waste wood is being reused, recycled or channeled for energy recovery through incineration.

This means that the remaining 6 tons of waste wood lands up in the landfills in the Ukraine every year. And this massive amount of wood waste has not yet taken into account the amount of wood that is being discarded and wasted all over the world (it seems that the Ukraine contributes to about 3% of the world's wood consumption).

The large amount of waste wood discarded in landfills is problematic for several reasons. Landfills contribute substantially to land, water and air pollution. It also costs (communities, governments, etc) to dispose of this waste in landfills.

At the same time, the demand for wood all over the world is increasing, and large areas of primary forest lands are being cut down to meet this rising world need for more timber. And such large-scale deforestation practices are also contributing to environmental problems like soil erosion, increasing greenhouse gasses, wildlife extinction, etc.

Instead of being reused or recycled so that fewer trees need to be cut down to meet the world's timber needs, the waste wood is left rotting in the landfills instead [2].

Wood recycling produces recycled wood, which in turn has many uses. Slightly more than a decade ago, most of the recycled wood was channeled to panel board mills for the manufacture of chipboard, middle-density fiberboard (MDF) and higher value fiberboard. In turn, these chipboard and fiberboard products were then used in construction, furniture manufacture and DIY. In recent years, new consumers for recycled wood appeared. They are known as the "added value" markets for wood recyclers.

Examples of these "added value" markets include manufacturers of landscaping products and equine surfaces, as well as producers of animal and poultry bedding. Some of the waste wood may also be made into woodchips for forest tracks, or wood pellets for surfaces of footpaths in parks.

Recycled wood has the advantage of a lower moisture content (i.e. about 20%) as compared to virgin wood (about 60% to 70%). This means that for the same weight of wood purchased, you are paying for less moisture when it comes to recycled wood. The lower moisture content also means higher durability.

With improvements in technology, wood recycling plants are increasing in efficiency and cost-effectiveness in their recycling process. The newer machineries (e.g. wood shredders) are able to handle large quantities of waste wood in the same time. The removal of contaminants (e.g. nails) is also becoming automated as well as more effective; the effective removal of contaminants from the waste wood helps to improve the quality of the recycled wood produced.

There is also an emerging market for recycled wood chip as a form of renewable fuel. Recycled wood has potential as a good bio-fuel, since it is drier than its alternative – sawmill chips [3].

The use of wood wastes is usually practiced in large and modern establishment; however, it is commonly only used to generate steam for process drying. The mechanical energy demand such as for cutting, sawing, shaving and pressing is mostly provided by diesel generating set and/or electricity grid. The electricity demand for such an industry is substantially high.

Recycling of wood wastes is not done by all wood industries, particularly smallholders. These wastes are normally used as fuel for brick making and partly also for cooking. At medium or large establishments some of the wastes, like dry sawdust and chips, are being used as fuel for the wood drying process. Bark and waste sawdust are simply burned or dumped.

Importance of Heating Value. The heating or calorific value is a key factor when evaluating the applicability of a combustible material as a fuel. The heating value of wood and wood waste depends on the species, parts of the tree that are being used (core, bark, stem, wood, branch wood, etc.) and the moisture content of the wood. The upper limit of the heating or calorific value of 100% dry wood on a weight basis is relatively constant, around 20 MJ/kg.

In practice, the moisture content of wood during logging is about 50%. Depending on transportation and storing methods and conditions it may rise to 65% or fall to some 30% at the mill site. The moisture content of the wood waste in an industry depends on the stage where the waste is extracted and whether the wood has been dried before this stage [4].

The last step in the wood recycling process is the sale of materials. What becomes of waste after it is collected, sorted and shredded.

Wood-based panel manufacturers make the wood panels used by the manufacturers of furniture and materials used in shop fitting or construction.

They are transformers of raw materials and the number one users of the products sold by wood recycling companies: they use them to make chipboard (i.e. a material made of various chemically bound fibers) and favor class B and AB recyclable wood for this purpose.

These classes of wood are initially virtually untreated, and are sorted and shredded in wood recycling factories.

Energy recovery. In this instance, class A recycled wood (from the recycling of pallets, for example) becomes dendroenergy, which is the main energy resource produced from terrestrial biomass. It is used after leaving wood recycling factories as a fuel to feed industrial or public authority boilers and heat networks.

In some cases, wood recycling also results in power generation, as it heats water to produce steam which in turn powers some generators. And when these boilers also produce heat, this is referred to as cogeneration (or combined heat and power).

Other sub-sectors. While wood recycling specialists mainly supply dendroenergy or raw materials to industrial wood-based panel manufacturers, other minority sectors also need the materials collected, sorted and shredded by wood recycling companies.

Some landscape architects and arborists buy class A wood to make mulching (the organic material used to protect cultivated ground), cement manufacturers buy sawdust which they heat to power their ovens, pellet manufactures use recycled waste wood to make new combustible pellets, and some light wood shavings supplied by wood recycling specialists might ultimately become, after transformation, litter for animals [5].

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СУЧАСНИЙ СТАН ТА НАПРЯМИ УДОСКОНАЛЕННЯ ІНВЕСТИЦІЙНОГО ПОТЕНЦІАЛУ СІЛЬСЬКОГОСПОДАРСЬКОГО ВИРОБНИЦТВА УКРАЇНИ

У сучасних умовах ринкової економіки України не можливо уявити без іноземних інвестицій, які поширені як в країнах, що розвиваються, так і в промислово розвинутих країнах. Інвестиції являються основою розвитку підприємств, окремих галузей та економіки країни в цілому. Сучасні реалії української економіки характеризуються безперервним збільшенням ролі інвестицій як ключового чинника успіху у конкурентній боротьбі. Успіх у конкурентній боротьбі з імпортною сільськогосподарською продукцією забезпечить формування сільськогосподарськими виробниками своїх конкурентних переваг, а в цьому важливу роль відіграють саме інвестиції та інновації, доступність до яких визначається ступенем інтегрованості підприємства у вертикальну структуру.

Останнім часом спостерігається тенденція у соціально-економічному розвитку, пов'язана з великим розривом між аграрною та іншими галузями. Розквіт чи занепад виробництва, можливості вирішення екологічних й соціальних проблем, сучасний рівень і потенційний динамізм фізичного, фінансового та людського капіталів напряму залежить від уміння інвестувати. Тільки з надійними основами інвестиційної діяльності, якими можуть професійно володіти спеціалісти відповідного профілю, можна сподіватися на науково-технічний і соціальний прогрес та на сталий розвиток вітчизняного виробництва, а з ними і на належне місце у світовому господарстві [1].

Загалом, в Україні діючий механізм інвестиційної діяльності є неповним і не має достатньої методологічної та методичної основи. У ньому відсутні такі складові, як фінансовий механізм інвестиційного процесу відтворення капіталу, фінансово-кредитний механізм інвестиційної діяльності, механізм формування ресурсів та джерел інвестування на підприємстві, механізм державного регулювання інвестиційної діяльності, формування ринку капіталу та ринку інвестицій та ін. [2].

Економіка України, включаючи її аграрну галузь, перебуває у стані глибокої кризи. Структурні, міжгалузеві диспропорції мають негативний вплив, які накопичилися у народному господарстві впродовж кількох десятиліть й призвели до гострого дефіциту товарів виробничого і невиробничого призначення, і особливо енергоносіїв. Розбалансованістю фінансово-кредитної системи, невідповідністю сформованих управлінських структур потребам економічного розвитку посилюється криза. Україна, яка безпосередньо має сприятливі кліматичні та природні умови для сільськогосподарського виробництва, внаслідок технологічної відсталості та нерациональної організації реформованої та неоліберальною моделлю аграрної галузі сьогодні не має можливості забезпечити своє населення доступною за ціною і достатньою за стандартними нормами харчовою продукцією.

Сільськогосподарське виробництво потребує масштабного й ефективного інвестиційного забезпечення. Але власних, залучених та позикових інвестиційних джерел товаровиробників недостатньо для забезпечення їх потреб. В аграрну галузь економіки іноземні інвестиції залучаються в обмежених обсягах та їх частка в загальних вкладеннях незначна. Залучення саме довгострокових іноземних інвестицій, а також активізація діяльності з їх «просування» протягом майже усіх років незалежності